

## VISION

A.D. Compound S.p.a. is a leading European firm specialized in plastic processing for the global supply of secondary raw material. Thanks to our non-stop R&D activity and the use of cutting-edge technologies, we can effectively introduce recycled materials into our own productive processes. This helps us promote product sustainability, cut down pollution and exploit production scraps.

Scrap recycling is key for A.D. Compound as a consolidated trademark and cornerstone of our business strategy. That is why we can provide the global market with a product range constantly evolving to meet our customers' needs and respect the environment and mankind.

Our technological innovation and Know-How enable us to recreate and develop new formulations for targeted needs, expressed and implicit, and offer high-quality and future-oriented contents.

Flexibility, investments, the ability to satisfy our clients' needs and a non-stop search of sustainable and innovative materials represent the secret of our success.

A.D. Compound strives to keep improving our global performance through efficient and top-quality services while respecting and protecting the environment, and preventing any form of pollution. A.D. Compound is committed to mitigate climate change through safe and renewable energy while monitoring consumptions to effectively manage energy.

We fully comply with workplace safety regulations: not only do we preserve our employees' health, but we respect our workers' fundamental rights as key players in the organization development.

Another essential aspect of our business is the way we manage internal and external information according to procedures that put data confidentiality, integrity and availability on the forefront. We actively promote sustainable and strategic purchases based on community and environmental principles, and we stand for the utmost integrity and fairness while rejecting any form of corruption.

## MISSION

In order to improve our performance and build up our customer' trust, we identified the basic management principles of our Quality, Environment, Workplace Health & Safety, Social Responsibility, Safety & Resilience, Energy and Corruption prevention systems:

**Focusing on our stakeholders:** Interpreting and understanding current and future needs, meeting their requirements and exceeding their expectations.

**Focusing on the environment:** A commitment to prevent pollution, protect the environment by monitoring and reducing environmental impacts and risks, the use of sustainable resources to give our contribution in the fight against climate change.

**Focusing on safety and protection of workers' rights:** A commitment to prevent injuries and work-related diseases by reducing work safety risks and promoting health care.

**Focusing on Human Rights and work practices:** A commitment to protect human rights, including the acknowledgment and improvement of workers' rights as well as better workplace conditions and practices, such as social dialog, human development and training.

**Focusing on data protection:** A commitment to manage in a safe, accurate and reliable way internal and external information from internal and/or external, intentional and/or accidental threats.

**Focusing on energy management:** A commitment to ensure the sustainable use of energy to guarantee enhanced energy performances and cut down the related costs.

**Preventing corruption:** A commitment to fight any form of corruption by adopting and guaranteeing actions and behaviors based exclusively on transparency, fairness and moral integrity.

**Leadership:** Our operators must act as one based on the organization indications and create a staff-friendly environment that inspires people to achieve our objectives.

**Participation:** Our workers are the true essence of our organization. Each one of them puts their own skills at the service of the Firm and the concerned parties.

**Risk evaluation:** A.D. Compound has implemented a process to identify risks and opportunities so as to take the required actions, guarantee top-notch products/services, health care and safety for its employees, environment protection, proper management of energy vectors, data protection, and promote sustainable development.

**Systemic and process-based approach:** Our activities are carried out and controlled as interconnected processes that work as a consistent system. This enables the organization to perform at its best and achieve goals.

**Non-stop improvement:** Constant improvement involves the company's performance in general; this permanent goal enables the organization to face internal and external changes at best and identify new opportunities.

**Evidence-based decisions:** Decisions based on data and information analyses and evaluations have higher chances to generate the desired results and lead to greater objectivity and trust in decision making.

**Relation management:** Building strong bonds with our clients and vendors enhances the ability of all parties involved to generate value.

## STRATEGIC GOALS

Based on our strategy and context analysis as well as the optimization of opportunities and risk minimization, A.D. Compound has set the following objectives as primary goals of its Company Policy:

- Full compliance with the applicable requirements and customers' expectations through the quality of the product supplied. We therefore focus on company's decisions and guidelines, compliance to clients' specifications and conformity with regulations and laws.



- Consolidating and building our position on the domestic and global market by promoting visibility of the company and its product, and aiming at competitiveness while guaranteeing high quality standards.
- Identifying the needs for technological innovation and creating new products and processes according to the market demand.
- Empowering cooperation with our Vendors as key players to meet the highest standards. We define the tools and technologies that help refine and develop scrap-exploitation processes.
- Actively and continuously collaborating with our staff to pursue non-stop improvement of our processes, the service offered to our Client and the environmental, health care and safety management practices of our workplace.
- Developing specific skills for our workers through constant, adequate, transversal and technical formation, the contribution of which is key to achieve goals and constant improvement. The point of strength of an organization is the individual, whose intelligence and intellectual patrimony determines business success.
- Striving to constantly improve the performance of the Quality, Environmental, Health Care & Safety, safety & resilience, and energy performance, by monitoring strategic indicators and pursuing the goals communicated to the entire company with a thorough program. Products, processes and adequacy of the work structures are monitored also through audits.
- Proper updating according to the nature, dimension and environmental impacts of the organization's activities, products and services;
- Spreading the environmental policy and standards of reference internally, with our vendors and with all A.D. Compound's stakeholders, whose activities may have a significant impact on the environment;
- Constant actuation and implementation of our environmental management system which defines the roles and responsibilities at all levels;
- Non-stop improvement of our "environmental performances" by using all the company's human and technological resources, according to the criteria of inexpensiveness, efficiency and efficacy while respecting the environment, and using the best technologies available to reduce and prevent environmental impacts;
- Complying with the local, national and communitarian regulation, and the environment-related agreements signed voluntarily;
- Developing our staff's competence and empowerment as key elements for better environmental performances also through periodical informative, formation and awareness activities;
- Using adequate control instruments, also with regards to our suppliers, with reference to direct and indirect environmental impacts to prevent any form of pollution;
- Identifying risks and opportunities to ensure that the management systems for workplace health care and safety achieve the expected results and to meet the law requirements and voluntary provisions;

- Identifying and defining the processes and responsibilities to achieve our goals of workplace safety and health care;
- Defining a proper information system to ensure that all workers are aware and acknowledge the individual obligations and the safety risks connected to their activities;
- Promoting the importance of complying with the policy, procedures, requirements of the integrated management system;
- Raising the workers' awareness for their role and responsibilities to achieve conformity with the safety policy and the potential consequences of not following specific procedures;
- Promoting the awareness that work activities must never harm the workers nor their health and safety;
- Understanding that the responsibility for an improved Management System in terms of Safety falls on everyone, each for their own competences, from Managers to every single employee;
- Reducing or eliminating, as reasonably possible, the causes of all workplace risks by considering the prevalent know-how of the sector and any specific risk while providing proper devices of individual protection;
- Applying a process to constantly improve our integrated management system;
- Devising instruments to ensure that the organization's Vendors respect the safety rules and company procedures;
- Complying with the applicable requirements of the regional, Italian and European law in force on energy use, as well as the voluntary agreements;
- Non-stop consumption monitoring of the concerned processes to constantly improve the efficiency of energy by managing it in the most effective way;
- Identifying appropriate measures to cut down energy consumptions, selecting alternative and renewable energy sources that are technically and economically feasible;
- Monitoring and minimizing energy consumption whenever possible;
- Using the best technologies and materials to cut down the consumptions for maintenance of our buildings;
- Improving the workplace energy efficiency within the limits of technical-economic feasibility;
- Analyzing energy consumptions as a key factor in planning new processes and installations;
- Building our employees' energy-saving awareness at work;
- Informing our entire staff about energy performance and the measures provided for and engaged to prevent energy waste.
- Regular updating of the operators, especially those whose activity has a direct impact on energy resources.
- Requesting our goods and service vendors to adopt better energy standards when applicable.

Within the scope of sustainable development, we have undertaken a non-financial reporting path based on transparent communication to the outside for the environment-oriented, economic and social performances and goals.

This Policy is communicated to all our collaborators and disclosed outside our Organization through traditional means of communication.

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The Administration